# Labour Market Agreement for Persons with Disabilities (LMAPD)

# LMAPD Report 2007 / 2008

Manitoba

An electronic version of this report is available at the Manitoba Family Services and Housing Web site at: www.gov.mb.ca/fs

# Contents


Introduction ..... 2

Background ..... 2

Canada-Manitoba LMAPD ..... 3

Principles of the LMAPD ..... 5

Accountability Requirements ..... 6

Components of Manitoba LMAPD Programming ... 8

Family Services and Housing Programs ..... 10

Mental Health Programs ..... 25

Addictions Programs ..... 37

Education, Citizenship and Youth Program ..... 42

Societal Indicators ..... 45

Conclusion ..... 48

# INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Report describes activities that were cost-shared under the LMAPD during the 2007/08 fiscal year. Societal indicators of labour market participation in Manitoba for 2006 from Statistics Canada's Survey of Labour and Income Dynamics data are also included.

The LMAPD provides for the transfer of federal funding to the provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities in the labour market. Programs and services eligible for funding under the LMAPD must recognize the unique labour market challenges faced by persons with disabilities and consider the distinct needs of each individual when determining the interventions required to prepare for, attain and retain employment.

# BACKGROUND

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons (VRDP) Agreement established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities.

On April 1, 1998, the Employability Assistance for People with Disabilities (EAPD) Agreement replaced the VRDP. The Canada-Manitoba EAPD Agreement was a five-year, cost-sharing arrangement covering the period April 1, 1998 to March 31, 2003, then extended to March 31, 2004 while governments negotiated a successor agreement. The EAPD placed a stronger focus on employment within programs funded to assist persons with disabilities. On April 1, 2004, the LMAPD replaced the EAPD.

# CANADA-MANITOBA LMAPD

The Canada-Manitoba LMAPD was initially a two-year cost-sharing arrangement between the Government of Canada and the Government of Manitoba covering the period April 1, 2004 to March 31, 2006. The arrangement had a series of one year extensions to March 31, 2009. The LMAPD outlines the funding arrangements between federal and provincial governments to provide programs and services that will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The new LMAPD multilateral framework provides greater flexibility in funding activities and increased accountability requirements which focus on outcomes and public reporting.

## *Priority Areas to be Addressed*

Under the LMAPD, provincial and territorial governments have the flexibility to determine the programs and services to be funded in their jurisdictions, provided that the programs and services are consistent with the following priority areas:

- Education and Training – improve the level of basic and post-secondary education, and work-related skills for people with disabilities;
- Employment Participation – improve the labour market situation and independence of people with disabilities through employment-related activities;
- Employment Opportunities – expand the availability, accessibility and quality of employment opportunities for people with disabilities, in partnership with business and labour;
- Connecting Employers with Persons with Disabilities – enhance awareness of the abilities and availability of people with disabilities, and strengthen people with disabilities' knowledge of labour market opportunities; and
- Building Knowledge – enhance the knowledge base which contributes to continuous improvement of labour market policies and programs for people with disabilities.

Agreement

## *Federal Contribution*

The Government of Canada initially agreed to contribute 50 percent of the expenditures that Manitoba incurs in providing eligible programs and services under the LMAPD, up to a maximum of $7,914.0 million annually for the initial two-year period of the Agreement.

The March 2004 federal budget included an additional $30 million nationally for Labour Market Agreements for Persons with Disabilities. Beginning in 2004/05, this additional funding was allocated on a per capita basis, following deductions of funds required to create a base funding level of $1.25 million for smaller jurisdictions (Prince Edward Island, Yukon, Northwest Territories and Nunavut).

This new funding provided an additional $1,051.0 million for Manitoba, resulting in an increase in the federal contribution level from $7,914.0 million to $8,965.0 million annually.

# PRINCIPLES OF LMAPD

The LMAPD is guided by the following principles:

- Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
- A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
- Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
- Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
- Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
- Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Metis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy; and
- Accountability and reporting to citizens in order to demonstrate results and inform program and policy development is a foundation of this framework.

Accountability

# ACCOUNTABILITY REQUIREMENTS

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situation of persons with disabilities. As the LMAPD emphasizes accountability to stakeholders and the general public, a key part of the LMAPD is the accountability framework which includes the following components:

- reporting on program indicators;
- reporting on societal indicators; and
- evaluation.

The Agreement requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

## *Program Indicators*

The LMAPD requires government to report annually on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities. Program indicators include the:

- number of people actively participating in programs;
- number of people successfully completing programs;
- number of people completing employment preparation programs who subsequently progress to other interventions;
- number of people employed after participation; and
- number of people sustained in employment in the case of vocational crisis.

Each program area is responsible for developing mechanisms to track these indicators. As a result, some participants may be counted more than once if they receive services from more than one program area.

## *Societal Indicators*

The LMAPD also requires government to report annually on societal indicators of labour market participation of persons with disabilities. Societal indicators include:

- employment rate;
- education attainment; and
- employment earnings.

## *Evaluation*

Evaluation activities are intended to measure the long-term and qualitative impacts and outcomes of LMAPD-funded programs and services for persons with disabilities.

As part of the new multilateral framework for the LMAPD, the federal government agreed to fully fund a demonstration evaluation of Manitoba EAPD/LMAPD programming. The demonstration evaluation will assess EAPD/LMAPD programming rationale and relevance to the needs of persons with disabilities, review design and delivery processes, and examine the extent to which services reflect best practices.

The phase one Canada-Manitoba EAPD Evaluation Framework and Methodology Report was received in April 2005. Phase two consists of the actual evaluation activity as supported by the Framework and Methodology Report. The final EAPD/LMAPD Evaluation Report is anticipated in 2009.

Components

# Components of Manitoba LMAPD Programming

The four major program areas in which employment-focused services are provided to assist eligible participants with disabilities in preparing for, obtaining and maintaining employment are:

- **Vocational Rehabilitation Programs** (Manitoba Family Services and Housing) - adults with mental, physical, psychiatric, or learning disabilities;
- **Mental Health Programs** (Manitoba Health) - adults with psychiatric disabilities;
- **Addictions Programs** (Manitoba Health) - adults with drug or alcohol addictions;
- **CareerOptions for Students with Disabilities Program** (Manitoba Education, Citizenship and Youth) - students with a disability.

Other Manitoba programs that provide direct employability support for persons with disabilities and eligible under LMAPD have not been included for cost-sharing as program expenditures currently exceed the cost-shareable amount of $8,965.0 million.

The following table provides a summary of 2007/08 expenditures by program area.

**MANITOBA LMAPD PROGRAM AREAS**
**ADMINISTRATION AND PROGRAM EXPENDITURES ($000)**
**2007/08**

| Program Area | Administration | Program | Total |
|---|---|---|---|
| Family Services and Housing Programs | 2,131.1 | 8,006.0 | 10,137.1 |
| Mental Health Programs | 746.9 | 9,330.9 | 10,077.8 |
| Addictions Programs | 1,690.7 | 3,013.2 | 4,703.9 |
| CareerOptions for Students with Disabilities Program | 0.0 | 181.8 | 181.8 |
| **Total Expenditures** | **4,568.7** | **20,531.9** | **25,100.6** |
| **Federal Contribution**[1] | **1,344.7** | **7,620.2** | **8,964.9** |
| **Provincial Contribution** | **3,224.0** | **12,911.7** | **16,135.7** |

[1] For purposes of this report, administrative costs constitute no more than 15 percent of the total annual federal contribution.

Family Services and Housing

# Family Services and Housing Programs

The Department of Family Services and Housing is committed to improving the quality of life for Manitobans through furthering the social, economic and labour market inclusion of all citizens. The Department strives to ensure that diversity is respected, that people feel accepted and valued, and live with dignity and security. To achieve this goal, Family Services and Housing works with the community to support Manitoba children, families and individuals to achieve their fullest potential.

## *Description of Programs and Services*

Programs and services supported by Manitoba Family Services and Housing that are eligible for funding under the LMAPD include: the Vocational Rehabilitation Program, Enhanced Vocational Rehabilitation Rewarding Work Initiatives, Day Services Follow-up Services, the market*Abilities* Team, and the Supported Employment Program.

## *Vocational Rehabilitation Program*

The Vocational Rehabilitation Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment.

The objective of the Vocational Rehabilitation Program is to provide appropriate vocational rehabilitation services for adults with disabilities in Manitoba in order to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force. The Vocational Rehabilitation Program assists eligible persons with disabilities to prepare for, attain and maintain employment through the provision of vocational assessments, counselling, case management, vocational planning, job placement, training, developmental activities and support services.

The Individual Vocational Rehabilitation Training Fund may be accessed for disability-related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting, wage subsidies, educational support and transportation.

The Vocational Rehabilitation Program is delivered by Vocational Counsellors in Manitoba Family Services and Housing regional offices, the Regional Health Authorities and three designated agencies that receive provincial funding to deliver services to specific disability groups. The three designated agencies are:

- **Canadian National Institute for the Blind-MB Division (CNIB)** – provides vocational assessment, training, counselling, job placement services and adjustment training programs for daily living for participants with visual disabilities;
- **Canadian Paraplegic Association (CPA) (Manitoba) Inc.**– provides counselling, assessment, vocational training and job placement services to participants with spinal cord injuries; and
- **Society for Manitobans with Disabilities Inc. (SMD)** – provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities.

The Vocational Rehabilitation Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven non-profit centres. These centres share a common goal of assisting program participants to prepare for, obtain and maintain employment. Each centre has developed its own method of achieving this objective and serves a different disability group. The seven centres are:

- **Career Connections Inc.** – Evaluation and Training Centre in Brandon providing work assessment, work training and follow-up services to individuals with a mental, physical, psychiatric, or learning disability in western Manitoba;
- **Employment Preparation Centre** – Evaluation and Training Centre in Winnipeg operated by the Society for Manitobans with Disabilities Inc. to provide work assessment, work training and follow-up services to persons with a physical, psychiatric or learning disability in central, eastern, northwest and northern Manitoba;
- **Connect Employment Services Ltd.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability;
- **Premier Personnel Corp.** – located in Winnipeg, provides school-to-work transition services and follow-up services to persons with a mental disability;

- **Skills Unlimited's Sair Centre of Learning** – Evaluation and Training Centre in Winnipeg that provides work assessment, work training and follow-up services to persons primarily with a psychiatric or learning disability;
- **SCE Lifeworks Inc.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability; and
- **Segue Career Options Inc.** – Evaluation and Training Centre in Winkler that provides work assessment, work training and follow-up services to persons with a psychiatric, physical or learning disability in south-central Manitoba.

The LMAPD-funded activities of the Vocational Rehabilitation Program can be divided into three components:

- Administration;
- Service Coordination; and
- Training.

## *Administration*

The Service Delivery Support Branch of the Community Service Delivery Division of Manitoba Family Services and Housing provides policy direction to the provincial staff, designated agencies and external service providers who deliver the Vocational Rehabilitation Program. As an example, the Vocational Rehabilitation Operating Manual and related forms were made available to staff and the public on the Manitoba Family Services and Housing website. Service Delivery Support staff also approve and monitor the funding for goods and services provided under the program to assist eligible participants in preparing for, obtaining and maintaining employment.

Manitoba Family Services and Housing also plays a coordinating role in the administration of the LMAPD for the Province of Manitoba. This includes ensuring programs funded under the Agreement meet the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD) and the Evaluation and Training Centres.

## *Service Coordination*

The Vocational Rehabilitation Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centered, with the Vocational Counsellor acting as an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The Vocational Counsellor coordinates the delivery of a range of goods and services required by the participant to achieve this goal.

The activities of the Vocational Counsellor vary for each participant and can include:

- Determining eligibility for the Vocational Rehabilitation Program;
- Basic assessment;
- Pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- Development of an individualized vocational plan;
- Coordination of services required to implement and support the plan;
- Direct assistance in job search and employment placement; and
- Monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

A wide variety of resources can be utilized to contribute to the development, implementation and successful outcome of the participant's vocational plan. These resources may be funded under the LMAPD or from other sources, such as Employment Insurance, Workers Compensation or other disability insurance. The resources may be designed to address specific disability-related issues but are often mainstream services.

The development of a vocational plan may include purchasing assessment services from private psychologists or from one of the Evaluation and Training Centres. After the assessment is completed, educational/work training or direct employment support plans are developed.

## *Training*

When the vocational plan includes formal educational or skill training, the Vocational Counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the Vocational Rehabilitation Program's Individual Vocational Rehabilitation Training Fund which provides funding for educational and vocational training.

When the vocational planning process results in the participant requiring academic or skills training, arrangements are made to provide funding assistance through the program toward costs associated with tuition, books, supplies, transportation and disability-related supports.

In situations where the vocational plan includes more practical hands-on training, the Vocational Counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an Evaluation and Training Centre. These centres generally provide assessments and work training in regular, community-based employment settings. Occasionally, the Vocational Counsellor will arrange work training directly with an employer, usually in areas not served by one of the Evaluation and Training Centres.

Vocational Counsellors can access a number of support services to assist the participant in attending specific training activities. These services include assistance towards transportation costs, a monthly miscellaneous allowance for incidental expenses, and room and board to attend training out-of-province where training specifically addresses disability-related needs (e.g., Gallaudet University, Washington D.C. for individuals with hearing disabilities).

In addition, Vocational Counsellors can access funding for special disability-related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting and graphic interpreting.

Adults who develop visual disabilities may also receive specific training from CNIB services which are aimed at helping them adjust to their blindness or progression of their vision impairments. These services are primarily designed to assist the participant in learning the new skills required to prepare for, obtain and maintain employment.

When the participant demonstrates employment readiness, the Vocational Counsellor will assist directly or indirectly with job placement activities as well as a range of support services. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment and interpreting services during an orientation period. Follow-up services, including a limited amount of job coaching, are generally purchased from Evaluation and Training Centres.

## *Other Options, Services and Supports*

In 2000/01, the Vocational Rehabilitation Program was expanded to include the following two options and services:

- Self-Directed Vocational Rehabilitation; and
- School to Work Transition.

### *Self-Directed Vocational Rehabilitation*

The self-directed option provides persons with disabilities a choice in how they can apply for Individualized Vocational Rehabilitation Training Funding. This choice allows eligible participants who do not want or need assistance from a Vocational Counsellor the opportunity to submit requests for funding assistance. A review committee, consisting of community representatives and Vocational Rehabilitation Program staff from Manitoba Family Services and Housing, review self-directed applications and forward recommendations to the Service Delivery Support Branch for approval.

### *School to Work Transition*

School to Work Transition provides funding supports to assist participants in obtaining and maintaining competitive employment. Funding is provided to purchase job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

## *Program Participants*

The following tables provide information on the primary disability of Vocational Rehabilitation Program participants and on the region or agency providing case management services as at the end of March 2008.

| VOCATIONAL REHABILITATION PROGRAM AS AT MARCH 31, 2008 | |
|---|---|
| **Disability** | **Number of Participants** |
| Mental | 626 |
| Hearing | 204 |
| Learning | 330 |
| Physical (other than hearing or visual disability) | 728 |
| Psychiatric | 879 |
| Visual | 297 |
| **Total** | **3,064** |

## VOCATIONAL REHABILITATION PROGRAM AS AT MARCH 31, 2008

| Region / Agency | Number of Participants |
|---|---|
| **Family Services and Housing Regional Offices** | |
| Central | 49 |
| Eastman | 77 |
| Interlake | 27 |
| Northern | 13 |
| Parkland | 60 |
| Westman | 226 |
| Winnipeg | 1,210 |
| **Subtotal** | **1,662** |
| The Canadian National Institute for the Blind (CNIB) | 298 |
| Canadian Paraplegic Association (CPA) | 131 |
| Society for Manitobans with Disabilities (SMD) | 772 |
| Reaching E-Quality Employment Services | 7 |
| Self Directed | 16 |
| Mental Health | 178 |
| **Subtotal** | **1,402** |
| **Total** | **3,064** |

In addition to the service coordination provided by the Vocational Counsellors, 1,420 participants received funding from the Individual Vocational Rehabilitation Training Fund in 2007/08.

**VOCATIONAL REHABILITATION PROGRAM**
**INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND**
**2007/08**

| Disability | Number of Participants |
|---|---|
| Mental | 289 |
| Hearing | 83 |
| Learning | 175 |
| Physical (other than hearing or visual disability) | 324 |
| Psychiatric | 511 |
| Visual | 38 |
| **Total** | **1,420** |

## *Program Results Indicators*

Information on the five program indicators for 2007/08 is provided in the following table. Some participants received more than one service throughout the year and are counted more than once.

| VOCATIONAL REHABILITATION PROGRAM 2007/08 | |
|---|---|
| **LMAPD Program Indicators** | **Number of Participants** |
| 1. Number of people actively participating in programs | 3,687 |
| 2. Number of people successfully completing programs | 622 |
| 3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment | 2,060 |
| 4. Number of people employed | 1,636 |
| 5. Number of people maintained in employment in the case of vocational crisis | 143 |

The following table provides information on the number of hours and types of employment for participants during 2007/08. Some participants were employed by more than one employer and are counted more than once.

| VOCATIONAL REHABILITATION PROGRAM 2007/08 | |
|---|---|
| **Type of Employment[1]** | **Number of Participants** |
| 1-15 hours per week, casual or seasonal | 208 |
| 1-15 hours per week, term | 35 |
| 1-15 hours per week, permanent | 135 |
| 16-30 hours per week, casual or seasonal | 121 |
| 16-30 hours per week, term | 90 |
| 16-30 hours per week, permanent | 368 |
| 31 or more hours per week, casual or seasonal | 67 |
| 31 or more hours per week, term | 92 |
| 31 or more hours per week, permanent | 598 |
| **Total** | **1,714** |

Information is also provided on the reasons participants did not complete or progress in their programs during 2007/08, as determined by their respective Vocational Counsellors.

| VOCATIONAL REHABILITATION PROGRAM 2007/08 | |
|---|---|
| **Reason for Not Completing Program** | **Number of Participants** |
| Plan in development | 434 |
| Continuing in plan | 1,282 |
| Found employment | 222 |
| Disability-related reasons | 864 |
| Family / personal matter | 421 |
| Other funding not available | 24 |
| Could not access program of choice | 47 |
| No longer interested in program or plan | 367 |
| Other source of funding | 66 |
| Moved | 99 |
| Retired | 30 |
| Deceased | 17 |
| Other | 282 |
| **Total** | **4,155** |

| VOCATIONAL REHABILITATION PROGRAM 2007/08 | |
|---|---|
| **Reason for Not Progressing in Program** | **Number of Participants** |
| Plan in development | 251 |
| Disability-related reasons | 624 |
| Family / personal matter | 299 |
| Lack of motivation | 234 |
| Voluntary withdrawal | 347 |
| Supports / funding not available | 34 |
| Other | 188 |
| **Total** | **1,977** |

## *Expenditures*

The following table provides a breakdown of Vocational Rehabilitation Program expenditures eligible for cost-sharing under the LMAPD for 2007/08.

**VOCATIONAL REHABILITATION PROGRAM**
**2007/08**

| Component | | Expenditures ($000) | | |
|---|---|---|---|---|
| | | Administration | Program | Total |
| Administration | | 2,131.1 | | 2,131.1 |
| Service Coordination | | | 2,782.0 | 2,782.0 |
| Training Fund[1] | | | 3,017.5 | 3,017.5 |
| **Total** | **$** | **2,131.1** | **5,799.5** | **7,930.6** |
| | % | 26.8 | 73.2 | 100.0 |

[1] Includes expenditures from the Individual Vocational Rehabilitation Training Fund and portions of the Evaluation and Training grant not allocated as Administration.

The following table provides more detailed information on the expenditures of the Individual Vocational Rehabilitation Training Fund eligible for cost-sharing under the LMAPD.

**VOCATIONAL REHABILITATION PROGRAM**
**INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND**
**2007/08**

| Activity | Expenditures ($000) |
|---|---|
| Educational Training | 696.4 |
| Vocational Training | 1,378.9 |
| Transportation | 311.4 |
| Special Support Services | 494.4 |
| Miscellaneous | 136.4 |
| **Total** | **3,017.5** |

## *Additional Family Services and Housing Programming*

Manitoba Family Services and Housing provides other programming eligible for cost-sharing under the LMAPD. These programs include: Day Services Follow-up Services, the Enhanced Vocational Rehabilitation Rewarding Work Initiatives, the market*Abilities* Team and the Supported Employment Program.

### *Day Services Follow-up Services*

The Supported Living Program, Day Services provides a range of supports to people with mental disabilities. One component of Day Services is the provision of Follow-up Services to participants employed in the community and receiving minimum wage or higher. Most Follow-up Services are provided at the employment site by a variety of agencies.

In 2007/08, Follow-up Services were provided to 160 participants. Of these, 112 participants received services in Winnipeg, 7 in Westman, 9 in Eastman, 14 in Central, 17 in Interlake and 1 in Northern.

### *Enhanced Vocational Rehabilitation – Rewarding Work Initiatives*

As part of the Rewarding Work Strategy, Manitoba Family Services and Housing introduced the market*Abilities* initiatives in 2007/08 which support persons with disabilities to prepare for, find and keep jobs. The market*Abilities* fund provides support for community-based projects to help Manitobans with disabilities in rural and northern communities become employed. As well, additional funding was provided for pre-employment support, job-search and placement services for people with mental health concerns.

## *marketAbilities Team*

The market*Abilities* Team assists persons with disabilities enrolled in the Employment and Income Assistance Program to transition to employment. The Team identifies individuals interested in employment, assesses their employment needs, promotes their employment abilities and provides employment-related supports and services.

The Team assists individuals with their employment plans and supports, as well as refers individuals to appropriate employment organizations for people with disabilities

As of the end of March 2008, the market*Abilities* Team provided support and services to 358 participants. Of those, 218 participants were actively working with the market*Abilities* Team to move into employment and 140 decided not to continue with their employment plans primarily due to health-related reasons. Of the participants who received services during 2007/08, sixty participants were referred to appropriate programming and 101 secured employment.

## *Supported Employment Program*

The Supported Employment Program provides a range of services through community-based projects to help persons with disabilities prepare for, find and keep employment. As of April 1, 2007, Manitoba Family Services and Housing assumed responsibility for the program from Manitoba Competitiveness, Training and Trade.

The Supported Employment Program assists non-profit community organizations to develop and deliver supported employment activities, with an emphasis on pre-employment skills, supported work experience and job placements leading to employment.

Services are to improve the participant's general employability, prepare for further training or job search or result in direct employment outcomes. Each project has specific outcomes established. In 2007/08, 719 individuals participated in Supported Employment projects.

## *Expenditures*

The following table provides a breakdown of other Manitoba Family Services and Housing program expenditures for 2007/08.

**OTHER FAMILY SERVICES AND HOUSING PROGRAMS**
**2007/08**

| Program | | Expenditures ($000) | | |
|---|---|---|---|---|
| | | Administration | Program | Total |
| Day Services – Follow-Up Services | | 0.0 | 143.9 | 143.9 |
| Enhanced Vocational Rehabilitation - Rewarding Work Initiatives | | 0.0 | 82.3 | 82.3 |
| market*Abilities* Team | | 0.0 | 157.0 | 157.0 |
| Supported Employment Program[1] | | 0.0 | 1,823.3 | 1,823.3 |
| **Total** | **$** | **0.0** | **2,206.5** | **2,206.5** |
| | **%** | 0.0 | 100.0 | 100.0 |

[1] Effective April 1, 2007, Manitoba Family Services and Housing assumed responsibility for funding and administration of the Supported Employment Program, transferred from Manitoba Competitiveness, Training and Trade.

# MENTAL HEALTH PROGRAMS

There are several LMAPD eligible programs and services, directly or indirectly supported by Manitoba Health, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a "Choose, Get and Keep" approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant's values and qualifications. Three major "choosing" activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major "getting" activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant's skills and supports. Three major "keeping" activities are skill development, service co-ordination and consultation.

## *Description of Programs and Services*

Employment activities funded under the LMAPD, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health;
- services delivered by the Regional Health Authorities; and
- services provided by external agencies and funded by a Regional Health Authority.

## *Services Funded Directly Through Manitoba Health*

### *Selkirk Mental Health Centre*

The Selkirk Mental Health Centre is a provincial health care facility that provides extended treatment and rehabilitation services to people experiencing severe and persistent mental illness, acute treatment for residents of Manitoba and Nunavut, and longer term forensic treatment.

The primary goal of the Selkirk Mental Health Centre is to explore vocational interest and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities. Services provided primarily relate to the pre-employment ("Choose") phase of the "Choose, Get and Keep" approach.

The Selkirk Mental Health Centre's Vocational Incentive Program provides work-oriented experiences in different workstations within the Centre. The Program provides individuals the opportunity to learn, develop or improve work skills and habits that would increase their employment potential. The program also provides opportunity for assessment and training in specific work activities, and enables individuals to maintain their work skills in a structured setting.

In 2007/2008, the Selkirk Mental Health Centre provided vocational rehabilitation services to approximately 120 individuals. Of those, all individuals were involved in "Choose" related activities. An average of 48 individuals participated in the Vocational Incentive Program on a weekly basis.

### *Mental Health Programs Administration*

Although the direct delivery of services has devolved to the Regional Health Authorities, Manitoba Health continues to be responsible for overall standards in province-wide programs and for the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, Manitoba Health is responsible for providing financial support to the Regional Health Authorities for services provided to the community.

## *Services Delivered by the Regional Health Authorities*

The eleven Regional Health Authorities are responsible for the direct delivery of core mental health services to clients (10 in rural/northern Manitoba, 1 in Winnipeg). These services are delivered through the Community Mental Health Program by different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors and Proctors.

## *Community Mental Health Program*

The Community Mental Health Program of Regional Health Authorities provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

Community Mental Health Program service providers can be divided into three types of workers:

- Generic Community Mental Health Workers;
- Intensive Case Managers; and
- Employment Development Counsellors.

### *Community Mental Health Workers*

Community Mental Health Workers (CMW) provide comprehensive assessment, planning, intervention and rehabilitation services to adults experiencing acute or severe and persistent mental illness. CMWs assist individuals in dealing with crises, link them with clinical supports and other resources, and provide counselling and case management services.

### *Intensive Case Managers*

Intensive Case Managers (ICM) provide a rehabilitation case management model of service to individuals with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

***Employment Development Counsellors***

Employment Development Counsellors (EDC) assist adults with a psychiatric disability in choosing, getting and keeping a job. The EDCs engage in all aspects of case management, job and resource development, and skill development with clients. In some situations, EDCs conduct the skill development training; in more involved and intense interventions, the EDCs engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the needs of clients. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., Vocational Rehabilitation Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in waking up, preparing for work; and
- providing support through vocational crisis.

In 2007/08, the Community Mental Health Program provided employment related services to 1,400 individuals.

## *Program of Assertive Community Treatment*

The Winnipeg Regional Health Authority has a self-contained Program of Assertive Community Treatment (PACT) team which assists individuals with severe and persistent symptoms of mental illness to select, secure and maintain employment.

The multidisciplinary PACT team (i.e., psychiatrist, social workers, nurses, and other professionals) provides rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia, bipolar disorder or a major psychotic disorder. Program activities include:

- employment counselling;
- skill development;
- vocational crisis intervention and management;
- pre-employment training;
- education support and facilitation;
- job search development skills;
- accessing the hidden job market; and
- ongoing active employment support.

In 2007/08, PACT provided services to a total of 98 individuals. Of the 73 individuals at the Hargrave locatic[illegible]ere employed (10 full-time, 8 part-time or casual) and 27 participate[illegible]n an educational activity towards employment. During the first year in operation, the PACT Leila location provided services to 25 individuals. One is employed on a casual basis and 1 is volunteering.

## *Proctors*

Proctors are casual support workers who provide support and assistance to individuals with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the LMAPD relates to the percentage of time focused on work-related supports such as job coaching, individualized "Choose" activities, and work skills training. In 2007/08, proctors provided services to 800 clients. Of those, 128 clients received employment-related Proctor services.

## *Eden Mental Health Centre*

Eden Mental Health Centre is a division of Eden Health Care Services which operates a continuum of mental health services. Eden Mental Health Centre provides adult acute in-patient treatment services as well as community mental health services to the Central Regional Health Authority on a service contract basis.

Employment preparation related services are provided by the Centre's community mental health workers through the provision of intensive case management services. The Occupational Therapy department also provides employment preparation related services. These services are considered to be in the initial "Choose" stage.

When clients express an interest in employment they are referred to Eden's Segue Career Options which is the vocational division of Eden Health Care Services. Segue Career Options provides employment activities in the "Choose, Get and Keep" stages.

In 2007/08, Segue Career Options provided employment preparation related services to 38 people with psychiatric disabilities. Of those, 8 were involved in "Choose" related activities, 12 were involved in "Get" related activities and 18 were involved in "Keep" related activities. Segue Career Options is also an Evaluation and Training Centre for the Vocational Rehabilitation Program.

## *Services Delivered by External Agencies*

There are five external agencies funded by the Winnipeg Regional Health Authority which provide employability services to mental health consumers.

## *Doray Enterprises Inc.*

Doray Enterprises provides support, guidance and training for participants with severe and persistent psychiatric illness. Doray provides three functional areas of service:

***Active Rehabilitation Program***
In a controlled, low-pressure environment, participants develop basic work habits and perform variable light assembly tasks. Ongoing assessment, evaluation and support is provided to assist participants explore whether paid work might be a manageable and realistic goal for themselves.

***Community Employment Support Program***
Participants are active in competitive work settings for work experience, trial employment or permanent employment with supports.

***Long-term Participation***
Long-term participation is provided to individuals who are not intending to pursue competitive employment in the near future, but who wish to participate within the secure environment at Doray. The long-term participation component of programming does provide shorter-term work experience, volunteer positions and potential permanent work in order to maximize participants' chances of actively pursuing competitive employment goals.

In 2007/08, Doray served 73 individuals. There were 47 involved in the Active Rehabilitation Program, 8 in competitive employment with supports and 26 involved with long-term support.

### *Rehabilitation and Recovery Services (Canadian Mental Health Association)*

Rehabilitation and Recovery Services (formerly Employment Dimensions), a service of the Canadian Mental Health Association, Winnipeg Region, assists mental health consumers in selecting, securing and maintaining employment. Service activities related to employment include:

- employment counselling
- skill development
- school-to-work transition
- vocational crisis intervention and management
- pre-employment training (e.g., work experience)
- post-secondary education support
- ongoing active employment support
- supported employment, and
- self-employment.

In addition, the service assists mental health consumers who want to return to school to a career goal, explore educational options, access funding and complete their course of study.

In 2007/08, Rehabilitation and Recovery Services supported 85 participants to work on an employment goal. Of the ongoing participants, 18 found new/other employment. Of the new participants, 27 had an employment goal and 9 found new/ other employment.

Of the discharged participants, 41 worked on an employment goal. Seventeen were working at the time of exit (13 full-time, 4 part-time) and 24 were not working.

The service also supported 8 participants in jobs obtained in previous periods.

## *Self Starting Creative Opportunities for People in Employment Inc.*

Self Starting Creative Opportunities for People in Employment Inc. (SSCOPE) is a non-profit mental health agency that provides casual work opportunities for men and women living in Winnipeg, who are coping with mental health problems and seeking meaningful work experience.

SSCOPE offers attainable work experience at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. The program provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is the only service in Winnipeg which seeks to meet the need for casual work opportunities for consumers of mental health services.

SSCOPE provides services such as light hauling, flyer delivery, furniture moving, lawn care, snow removal, house cleaning (e.g., housekeeping or window washing), painting, general cleaning and other odd jobs to seniors, community centres, private businesses, government departments and other residents of Winnipeg.

SSCOPE staff secure work opportunities and match the needs of each job with existing skills of participants. Support Worker staff accompany an individual to a job site to provide support, guidance, on-the-job training, transportation and customer relations while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise.

In 2007/08, 28 people participated in SSCOPE for a total of 2,182 hours. Of these, 17 were new to the program and no participants moved on to employment.

### *Selkirk and Interlake Mental Health Support Centres Inc.*

One of the goals of the Selkirk and Interlake Mental Health Support Centres is to train and develop individuals with persistent mental illness to maximize their employment potential in a supportive work environment. Employment Development Counsellors meet with clients on an individual basis to seek and maintain employment in the community.

The Selkirk and Interlake Mental Health Support Centres operate a Transitional Employment Program in which positions at different levels of skill and difficulty are created in the community. There are four positions available at all times; as one participant leaves another participant is hired for the position. The Interlake Regional Health Authority manages this program.

In 2007/08, 26 people participated in all employment programs in Selkirk, Ashern, Arborg and Lundar. Of these, 26 are continuing in the program. All participants are still working within the program.

Two participants found part-time employment within the community and remain with the program. Two participants were employed after participation and 5 sustained employment while experiencing a vocational crisis.

### *Ventures*

Ventures is a vocational skills assessment and training program primarily for adults with significant mental health issues that have compromised the individual's capacity for obtaining and maintaining employment. Ventures provides an assessment of current basic vocational skills and, as appropriate, specific goal-directed training to strengthen or build these skills. Focused work training plans are developed with individuals to address their specific needs. Ventures has a number of partners that provide work-training opportunities in job stations both within the Regional Health Authority and the Brandon community.

In 2007/08, Ventures provided employment related services to 48 individuals. Of these, 20 had attended the program for less than 2 years and 28 attended the program for more than 2 years. In 2007/08, 3 clients obtained full-time or part-time employment as a result of participating in the program.

## *Program Results Indicators*

The following tables provide a detailed breakdown, by program or service, of the number of mental health clients who received employability services during 2007/08.

| MENTAL HEALTH PROGRAM 2007/08 | |
|---|---|
| **Program / Service** | **Number of Individuals** |
| Selkirk Mental Health Centre | 120 |
| Community Mental Health Program | 1,400 |
| Program of Assertive Community Treatment | 98 |
| Proctors | 128 |
| Eden Mental Health Centre | 38 |
| Doray Enterprises | 73 |
| Rehabilitation and Recovery Services | 85 |
| SSCOPE | 28 |
| Selkirk and Interlake Mental Health Support Centres | 26 |
| Ventures | 48 |
| **Total** | **2,044** |

| MENTAL HEALTH PROGRAM 2007/08 | |
|---|---|
| **LMAPD Program Indicators** | **Number of Individuals** |
| 1. Number of people actively participating in programs | 1,400 |
| 2. Number of people successfully completing programs | 399 |
| 3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment | N/A |
| 4. Number of people employed after participation | 833 |
| 5. Number of people sustained in employment in the case of vocational crises | 462 |

## *Expenditures*

Mental Health expenditures for programs and services eligible for cost-sharing in 2007/08 under the LMAPD are provided in the following table.

MENTAL HEALTH PROGRAMS
2007/08

| Program | | Expenditures ($000) | | |
|---|---|---|---|---|
| | | Administration | Program | Total |
| Institutional Mental Health Centre | | 168.1 | 824.2 | 992.3 |
| Mental Health Programs Admin | | 140.2 | 0.0 | 140.2 |
| Community Mental Health Program | | 438.6 | 6,200.7 | 6,639.3 |
| Proctors | | 0.0 | 974.6 | 974.6 |
| Program of Assertive Community Treatment | | 0.0 | 712.6 | 712.6 |
| Doray Enterprises | | 0.0 | 65.0 | 65.0 |
| Employment Dimensions | | 0.0 | 273.4 | 273.4 |
| SSCOPE | | 0.0 | 124.7 | 124.7 |
| Selkirk and Interlake Mental Health Support Centres | | 0.0 | 82.2 | 82.2 |
| Ventures | | 0.0 | 73.5 | 73.5 |
| **Total** | **$** | **746.9** | **9,330.9** | **10,077.8** |
| | % | 7.4 | 92.6 | 100.0 |

# ADDICTIONS PROGRAMS

Manitoba Health provides grants to two agencies that provide treatment for alcohol and drug addictions. There is a significant link between reducing the use of substances and obtaining employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate in the labour force is severely limited. For these individuals, the risk of harm associated with the use of addictive substances will therefore impact on their ability to participate meaningfully in society.

The Canadian Human Rights Commission and the Manitoba Human Rights Commission recognize persons that are dependent on alcohol, drugs or other addictive substances as having a physical or mental disability.

## *Description of Programs and Services*

The main focus of these agencies is to work with clients in treating their addiction(s). Within each treatment program, there is an employability component that concentrates on supporting clients by assisting them in the development of the skills required to prepare for, attain or retain employment.

## *Addictions Foundation of Manitoba*

The Addictions Foundation of Manitoba (AFM) programs provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

***Administration***

Administration at AFM consists of the Executive component which provides policy direction and goal setting which govern all aspects of AFM's operations. The Finance, IT and Human Resource component provides financial management, information system management and human resource services to all program areas of AFM. The Corporate Resources component provides public relations, awareness information and library services regarding alcohol and other drug use/abuse. The Program Evaluation and Accountability area focuses on demonstrating accountability by evaluation the programs offered to clients.

***Adult Residential Programs***

AFM's Adult Residential Programs facilitate a participant's reintegration from the structured environment of a residential rehabilitation setting back into the community. The participants are men and women 18 years of age and older who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

This program is designed to return the participant to an optimal level of functioning by dealing with the impact of an addiction. The program allows participants to stabilize vocational crisis matters and provides skills for preparing for and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon (1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

### *Adult Community-Based Programs*

Similar to residential programs, AFM's Adult Community-Based Programs are designed to facilitate the return of a participant to an optimal level of functioning which includes employability. The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

This program provides participants living in the community with a supportive environment and information regarding risks and other life functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist. As with residential programs, employment-focused skill development is provided to enable participants to obtain or retain employment. Upon completing the program, participants may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

### *Methadone Program*

The direct clients of the Methadone Program are individuals who have been diagnosed as being opiate dependent. The program provides methadone dispensing, urine testing, counselling and planning/goal setting, education, vocational stabilization and employment readiness for opiate dependent clients. Methadone maintenance enables individuals to function normally and to perform mental and physical tasks without impairment.

The goal of the program is to allow individuals the opportunity to safely withdraw from opiates and to develop and maintain positive daily functioning including the attainment and maintaining of employment.

### *Workplace Services*

Workplace intervention is an effective process to address employment matters which may be related to addiction issues and any compounding personal problems. Workplace services include workplace interventions, policy development, consultations, customized training and employee awareness seminars.

## *Behavioural Health Foundation*

Behavioural Health Foundation is a long-term (3 to 6 months recommended, longer stays allowed) residential, co-occurring disorder treatment facility providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program is designed to offer graduated opportunities for equipping individuals with the vocational, intellectual and communicative skills necessary for successful reintegration into society, while remaining free from addictive behaviours.

### *Men's, Women's and Family Program*

Behavioural Health Foundation's Men's, Women's and Family Program provides services for men, women and dependent children who are unable to function satisfactorily in their lives because of an addiction and/or mental health concern. The focus of the program is to assist individuals to develop positive lifestyle changes by pursing further education or employment and reducing or eliminating addictions to alcohol and other drugs.

Through individual and group counselling, residents become aware of the dynamics of addiction, and how to experience emotions and feelings without the use of chemicals. A focus on conflict resolution and assertiveness skills, as well as communication and problem solving techniques, assists residents in developing constructive coping behaviours. Educational and vocational training, as well as developing and enhancing employment-related skills, are presented as methods of creating positive lifestyle changes.

Staff at the Behavioural Health Foundation work with residents to overcome their addiction by utilizing a variety of pre-employment preparation activities, including skill assessments, resume writing, interview skills, acquiring positive work attitudes, habits and skills, establishing work routines and pursuing education.

This program includes training for and referrals to employment. Graduates of the program are those individuals who have not only corrected the destructive behaviours that brought them to the Behavioural Health Foundation, but have also obtained meaningful employment or entered education or vocational training programs. Continued support is provided to clients after they have secured employment or entered training programs.

## *Program Results Indicators*

The following table provides a detailed breakdown, by program or service, of the number of addiction program participants who received employability services during 2007/08.

ADDICTIONS PROGRAMS
2007/08

| LMAPD Program Indicators | Number of Individuals | |
|---|---|---|
| | AFM | BHF |
| 1. Number of people actively participating in programs | 5,992 | 273 |
| 2. Number of people successfully completing programs | N/A | 172 |
| 3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment | N/A | 68 |
| 4. Number of people employed after participation | N/A | 53 |
| 5. Number of people sustained in employment in the case of vocational crises | N/A | 13 |

## *Expenditures*

In 2007/08, addictions program expenditures for programs and services eligible for cost-sharing under LMAPD totaled $4,703.9. The following table provides a breakdown of these expenditures.

ADDICTIONS PROGRAMS
2007/08

| Agency | | Expenditures ($000) | | |
|---|---|---|---|---|
| | | Administration | Program | Total |
| Addictions Foundation of Manitoba | | 1,211.3 | 2,271.2 | 3,482.5 |
| Behavioural Health Foundation | | 479.4 | 742.0 | 1,221.4 |
| **Total** | **$** | **1,690.7** | **3,013.2** | **4,703.9** |
| | % | 35.9 | 64.1 | 100.0 |

# EDUCATION, CITIZENSHIP AND YOUTH

The MB4Youth Division of Manitoba Education, Citizenship and Youth is committed to ensuring that youth have access to learning, training, employment, career development resources, volunteer and leadership opportunities, citizenship education, opportunities to be engaged in their community and information related to provincial youth programming and services. MB4Youth continues to support youth, students and unemployed Manitobans in the transition to and from work and school, and has continued to develop successful partnerships with employers and community organizations throughout the Province.

The goals of the MB4Youth Division are:

- To support youth to continue their education, plan for their careers and enter the workforce;
- To involve and engage Manitoba youth in a variety of opportunities that promote citizenship, leadership, volunteerism and community involvement;
- To provide Manitoba Youth with timely and relevant information on divisional and provincial youth programming;
- To ensure that the division's programs and services include youth in a variety of vulnerable circumstance; and
- To manage divisional operations in an effective and efficient manner.

These goals are achieved through the delivery of over 30 programs and services throughout Manitoba for students and youth between the ages of 16 and 29. In 2007/08, a total of 7,108 students and youth were assisted or employed through the programs and services of the MB4 Youth Division. The division uses employment equity policies as a guiding principle and one of the programs that demonstrate this is CareerOptions for Students with Disabilities. This program creates employment opportunities in the provincial government for students who have disabilities.

## *CareerOptions for Students with Disabilities*

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services that provides salary dollars and full-time equivalents to provincial government departments to hire high school and post-secondary students with disabilities in career-related jobs. Post-secondary students are able to use and expand existing skills and develop new skills while high school students may experience their first job.

Although most of the jobs occur during the summer months, part-time jobs are also available for post-secondary students during the school year through the Part-Time STEP program.

Students are assessed to determine their skills, education, employment interests, career goals and work place accommodations, when required. Students must be 16 years of age or over on or before their first day of work. Students must be currently enrolled in school full-time (or part-time due to their disability) and returning to studies in the next academic year or be out of school for approximately one year due to their disability and returning to studies in the next academic year.

The purpose of CareerOptions is to be inclusive of all students and break down the barriers that students with disabilities face in their career path. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

In 2007/08, 152 students registered with STEP Services declaring a disability. Out of the 43 students hired through CareerOptions with Disabilities Program, 29 students worked in the full-time summer program only (work terms were approved for a minimum of three weeks up to a maximum of 14 weeks) and 14 students were employed through both the summer and part-time programs.

## *Expenditures*

In 2007/08, CareerOptions expenditures for programs and services eligible for cost-sharing under LMAPD totalled $181.8. The following table provides a breakdown of these expenditures.

**EDUCATION, CITIZENSHIP AND YOUTH**
**2007/08**

| Program | | Expenditures ($000) | | |
|---|---|---|---|---|
| | | Administration | Program | Total |
| CareerOptions for Students with Disabilities | $ | 0.0 | 181.8 | 181.8 |
| | % | 0.0 | 100.0 | 100.0 |

# SOCIETAL INDICATORS

Conducted annually, the Statistics Canada Survey of Labour and Income Dynamics (SLID) data offers a source of information about employment, income and education of the Canadian population.

From the SLID data, the following tables provide the societal indicators on the labour market participation of persons with disabilities related to the employment rate, educational attainment and employment earnings of persons with and without disabilities in Manitoba for 2006.



## *Employment Rate*

Table 1: Employment Rate of Individuals, Aged 16-64 by Sex and Disability Status, Manitoba 2006

| | All Individuals | | Disabled Individuals | | Non Disabled Individuals | |
|---|---|---|---|---|---|---|
| | Estimated Number | Rate % | Estimated Number | Rate % | Estimated Number | Rate % |
| **All Males and Females** | | | | | | |
| Employed[1] | 409,000 | 56.1 | 73,000 | 52.1 | 332,000 | 70.6 |
| Unemployed or Not in Labour Force[2] | 96,000 | 13.2 | 39,000 | 28.1 | 50,000 | 10.7 |
| Other[3] | 110,000 | 15.1 | 24,000 | 17.6 | 85,000 | 18.1 |
| Total | 728,000 | 100.0 | 139,000 | 100.0 | 470,000 | 100.0 |
| **Males** | | | | | | |
| Employed | 219,000 | 59.8 | 37,000 | 52.6 | 179,000 | 76.4 |
| Unemployed or Not in Labour Force | 39,000 | 10.7 | 19,000 | 26.4 | 16,000 | 6.7 |
| Other | 51,000 | 14.0 | 13,000 | 18.3 | 38,000 | 16.2 |
| Total | 366,000 | 100.0 | 71,000 | 100.0 | 235,000 | 100.0 |
| **Females** | | | | | | |
| Employed | 190,000 | 52.4 | 35,000 | 51.6 | 152,000 | 64.8 |
| Unemployed or Not in Labour Force | 57,000 | 15.7 | 20,000 | 29.8 | 35,000 | 14.8 |
| Other | 59,000 | 16.3 | 11,000 | 16.9 | 47,000 | 19.9 |
| Total | 362,000 | 100.0 | 68,000 | 100.0 | 235,000 | 100.0 |

[1] "Employed" represents employed for entire year
[2] "Unemployed" or "not in labour force" represents unemployed for entire year.
[3] "Other" represents employed part year or experienced other changes in their labour market status

## *Education Level*

Table 2: Highest Level of Education of Individuals Aged 16-64 by Sex and Disability Status, Manitoba 2006

| | All Individuals | | Disabled Individuals | | Non Disabled Individuals | |
|---|---|---|---|---|---|---|
| | Estimated Number | Rate % | Estimated Number | Rate % | Estimated Number | Rate % |
| **All Males and Females** | | | | | | |
| Less than High School Diploma | 124,000 | 17 | 31,000 | 22.4 | 74,000 | 15.8 |
| High School Diploma | 118,000 | 16.1 | 23,000 | 16.4 | 77,000 | 16.3 |
| Some Post-Secondary (no certificate) | 114,000 | 15.7 | 20,000 | 14.0 | 76,000 | 16.2 |
| Non-University Post-Secondary Certificate | 190,000 | 26.1 | 42,000 | 30.3 | 127,000 | 27.1 |
| University Certificate | 130,000 | 17.8 | 21,000 | 15.3 | 95,000 | 20.2 |
| Total | 728,000 | 100.0 | 139,000 | 100.0 | 470,000 | 100.0 |
| **Males** | | | | | | |
| Less than High School Diploma | 69,000 | 18.8 | 18,000 | 25.9 | 41,000 | 17.3 |
| High School Diploma | 61,000 | 16.6 | 10,000 | 14.8 | 41,000 | 17.3 |
| Some Post-Secondary (no certificate) | 57,000 | 15.7 | 10,000 | 13.9 | 39,000 | 16.7 |
| Non-University Post-Secondary Certificate | 86,000 | 23.4 | 21,000 | 30.2 | 56,000 | 23.9 |
| University Certificate | 63,000 | 17.3 | 10,000 | 14.2 | 46,000 | 19.4 |
| Total | 366,000 | 100.0 | 71,000 | 100.0 | 235,000 | 100.0 |
| **Females** | | | | | | |
| Less than High School Diploma | 55,000 | 15.1 | 13,000 | 18.9 | 33,000 | 14.2 |
| High School Diploma | 57,000 | 15.7 | 12,000 | 18.1 | 36,000 | 15.3 |
| Some Post-Secondary (no certificate) | 57,000 | 15.7 | 10,000 | 14.2 | 37,000 | 15.7 |
| Non-University Post-Secondary Certificate | 104,000 | 28.8 | 21,000 | 30.4 | 71,000 | 30.3 |
| University Certificate | 67,000 | 18.4 | 11,000 | 16.4 | 49,000 | 20.9 |
| Total | 362,000 | 100.0 | 68,000 | 100.0 | 235,000 | 100.0 |

## *Employment Earnings*

Table 3: Distribution of Earnings, of Individuals aged 16-64 by Sex and Disability Status, Manitoba 2006.

| | All Individuals | | Disabled Individuals | | Non Disabled Individuals | |
|---|---|---|---|---|---|---|
| | Estimated Number | Rate % | Estimated Number | Rate % | Estimated Number | Rate % |
| **All Males and Females** | | | | | | |
| $1 – $4,999 | 74,000 | 12.0 | 18,000 | 18.2 | 44,000 | 10.6 |
| $5,000 - $19,999 | 168,000 | 27.2 | 24,000 | 23.5 | 111,000 | 26.8 |
| $20,000 - $29,999 | 97,000 | 15.7 | 19,000 | 18.6 | 62,000 | 14.9 |
| $30,000 - $39,999 | 87,000 | 14.1 | 12,000 | 12.0 | 60,000 | 14.5 |
| $40,000 - $49,999 | 61,000 | 9.9 | 9,000 | 9.2 | 43,000 | 10.3 |
| $50,000 - $59,999 | 41,000 | 6.7 | F | 3.6 | 32,000 | 7.6 |
| $60,000 & over | 89,000 | 14.3 | 15,000 | 14.9 | 64,000 | 15.3 |
| Total | 618,000 | 100 | 101,000 | 100 | 416,000 | 100 |
| **Males** | | | | | | |
| $1 – $4,999 | 31,000 | 9.7 | 7,000 | 13.2 | 19,000 | 8.9 |
| $5,000 - $19,999 | 66,000 | 20.8 | 11,000 | 21.0 | 41,000 | 19.0 |
| $20,000 - $29,999 | 47,000 | 14.8 | 11,000 | 20.2 | 30,000 | 14.0 |
| $30,000 - $39,999 | 48,000 | 15.0 | 7,000 | 13.7 | 32,000 | 15.0 |
| $40,000 - $49,999 | 36,000 | 11.4 | F | 7.3 | 27,000 | 12.5 |
| $50,000 - $59,999 | 24,000 | 7.6 | F | 3.2 | 19,000 | 8.8 |
| $60,000 & over | 66,000 | 20.6 | 11,000 | 21.5 | 47,000 | 21.7 |
| Total | 318,000 | 100 | 52,000 | 100 | 216,000 | 100 |
| **Females** | | | | | | |
| $1 – $4,999 | 44,000 | 14.5 | 11,000 | 23.7 | 25,000 | 12.3 |
| $5,000 - $19,999 | 102,000 | 34.1 | 13,000 | 26.3 | 70,000 | 35.1 |
| $20,000 - $29,999 | 50,000 | 16.6 | 8,000 | 16.8 | 32,000 | 15.8 |
| $30,000 - $39,999 | 39,000 | 13.1 | F | 10.2 | 28,000 | 14.0 |
| $40,000 - $49,999 | 25,000 | 8.4 | F | 11.2 | 16,000 | 8.0 |
| $50,000 - $59,999 | 17,000 | 5.7 | F | 4.1 | 13,000 | 6.3 |
| $60,000 & over | 23,000 | 7.6 | F | 7.7 | 17,000 | 8.4 |
| Total | 300,000 | 100 | 48,000 | 100 | 200,000 | 100 |

Note: Count of F indicates sample size to small to be reliable

Conclusion

# CONCLUSION

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist people with disabilities. Beginning with the VRDP cost-sharing Agreement, governments have worked collaboratively to provide people with disabilities with comprehensive vocational rehabilitation programs and services.

Successive cost-sharing agreements between governments, including the EAPD, continue to enhance the independence and ability of people with disabilities to contribute socially and economically through employment in the competitive labour force. Most recently, the LMAPD demonstrates government commitment to further the aims of integration and full citizenship of people with disabilities.

Manitoba is committed to the integration of people with disabilities into the labour market and regards the LMAPD as an opportunity for Manitoba to build on the successes of the VRDP and EAPD Agreements and further enhance its programs and services for people with disabilities.

Cette information existe également en français.